

Senate File 277 - Reprinted

SENATE FILE _____
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SSB 1118)

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the state's educational standards regarding
2 teacher librarians and qualified guidance counselors, and to
3 teacher and administrator quality, including the student
4 achievement and teacher quality program and an administrator
5 quality program, making appropriations, and providing an
6 effective date.
7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
8 TLSB 1227SV 82
9 kh/gg/14

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1 1 Section 1. Section 256.7, subsection 25, Code 2007, is
1 2 amended to read as follows:
1 3 25. Adopt rules establishing standards for school district
1 4 and area education agency ~~career~~ professional development
1 5 programs and for individual teacher ~~career~~ professional
1 6 development plans in accordance with section 284.6.
1 7 Sec. 2. Section 256.7, Code 2007, is amended by adding the
1 8 following new subsection:
1 9 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 10 school administrators, including the knowledge and skill
1 11 criteria developed by the director in accordance with section
1 12 256.9, subsection 55.
1 13 Sec. 3. Section 256.9, Code 2007, is amended by adding the
1 14 following new subsection:
1 15 NEW SUBSECTION. 55. Develop Iowa standards for school
1 16 administrators, including knowledge and skill criteria, and
1 17 develop, based on the Iowa standards for administrators,
1 18 mentoring and induction, evaluation processes, and
1 19 professional development plans pursuant to chapter 284A. The
1 20 criteria shall further define the characteristics of quality
1 21 administrators as established by the Iowa standards for school
1 22 administrators.
1 23 Sec. 4. Section 256.11, Code 2007, is amended by adding
1 24 the following new subsections:
1 25 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school
1 26 district shall have a qualified guidance counselor who shall
1 27 be licensed by the board of educational examiners under
1 28 chapter 272. Each school district shall work toward the goal
1 29 of having one qualified guidance counselor for every three
1 30 hundred fifty students enrolled in the school district. The
1 31 state board shall establish in rule a definition of and
1 32 standards for an articulated sequential kindergarten through
1 33 grade twelve guidance and counseling program.
1 34 NEW SUBSECTION. 9B. Beginning July 1, 2007, each school
1 35 district shall have a school nurse to provide health services
2 1 to its students. Each school district shall work toward the
2 2 goal of having one school nurse for every seven hundred fifty
2 3 students enrolled in the school district. For purposes of
2 4 this subsection, "school nurse" means a person who holds an
2 5 endorsement or a statement of professional recognition for
2 6 school nurses issued by the board of educational examiners
2 7 under chapter 272.
2 8 Sec. 5. Section 256.11A, Code 2007, is amended by striking
2 9 the section and inserting in lieu thereof the following:
2 10 256.11A TEACHER LIBRARIAN == GUIDANCE COUNSELOR == SCHOOL
2 11 NURSE == WAIVERS.
2 12 1. The board of directors of a school district may file a
2 13 written request with the department of education that the
2 14 department waive the following requirements adopted by the

2 15 state board as follows:

2 16 a. By August 1, 2007, for the school year beginning July
2 17 1, 2007, apply for a one-year extension of a waiver granted
2 18 for the previous school year beginning July 1, 2006, that the
2 19 school district have a qualified teacher librarian.

2 20 b. By August 1, 2007, for the school year beginning July
2 21 1, 2007, that the school district have a qualified guidance
2 22 counselor. The board of directors of the school district may,
2 23 not later than August 1, 2008, for the school year beginning
2 24 July 1, 2008, apply for a one-year extension of the waiver.

2 25 c. By August 1, 2007, for the school year beginning July
2 26 1, 2007, that the school district have a school nurse. The
2 27 board of directors of the school district may, not later than
2 28 August 1, 2008, for the school year beginning July 1, 2008,
2 29 apply for a one-year extension of the waiver.

2 30 2. A request for a waiver filed by the board of directors
2 31 of a school district pursuant to subsection 1 shall describe
2 32 actions being taken by the district to meet the requirement
2 33 for which the district has requested a waiver. A school
2 34 district cannot request a waiver of a requirement under
2 35 subsection 1 if it met the requirements of section 256.11,
3 1 subsection 9, 9A, or 9B, as applicable, in the previous school
3 2 year.

3 3 Sec. _____. Section 256.44, subsection 1, paragraph a, Code
3 4 2007, is amended to read as follows:

3 5 a. If a teacher registers for national board for
3 6 professional teaching standards certification ~~prior to June 30~~
3 7 ~~by December 31, 2007,~~ a one-time initial reimbursement award
3 8 in the amount of up to one-half of the registration fee paid
3 9 by the teacher for registration for certification by the
3 10 national board for professional teaching standards. The
3 11 teacher shall apply to the department ~~of education~~ within one
3 12 year of registration, submitting to the department any
3 13 documentation the department requires. A teacher who receives
3 14 an initial reimbursement award shall receive a one-time final
3 15 registration award in the amount of the remaining national
3 16 board registration fee paid by the teacher if the teacher
3 17 notifies the department of the teacher's certification
3 18 achievement and submits any documentation requested by the
3 19 department.

3 20 Sec. _____. Section 256.44, subsection 1, paragraph b,
3 21 subparagraph (2), unnumbered paragraph 1, Code 2007, is
3 22 amended to read as follows:

3 23 If the teacher registers for national board for
3 24 professional teaching standards certification between January
3 25 1, 1999, and ~~January 1, 2006~~ December 31, 2007, and achieves
3 26 certification within ~~three years from the date of initial~~
3 27 ~~score notification~~ the timelines and policies established by
3 28 the national board for professional teaching standards, an
3 29 annual award in the amount of two thousand five hundred
3 30 dollars upon achieving certification by the national board of
3 31 professional teaching standards.

3 32 Sec. 6. Section 257.31, subsection 5, Code 2007, is
3 33 amended by adding the following new paragraph:

3 34 NEW PARAGRAPH. m. The addition of one or more teacher
3 35 librarians pursuant to section 256.11, subsection 9, one or
4 1 more guidance counselors pursuant to section 256.11,
4 2 subsection 9A, or one or more school nurses pursuant to
4 3 section 256.11, subsection 9B.

4 4 Sec. _____. Section 272.2, subsection 10, Code 2007, is
4 5 amended to read as follows:

4 6 10. Issue statements of professional recognition to school
4 7 service personnel who have attained a minimum of a
4 8 baccalaureate degree and who are licensed by another

4 9 professional licensing board.

4 10 Sec. 7. Section 272.9A, Code 2007, is amended by striking
4 11 the section and inserting in lieu thereof the following:

4 12 272.9A ADMINISTRATOR LICENSES.

4 13 1. Beginning July 1, 2007, requirements for administrator
4 14 licensure beyond an initial license shall include completion
4 15 of a beginning administrator mentoring and induction program
4 16 provided by the department pursuant to section 284A.2,
4 17 subsection 2, as amended in this Act, and demonstration of
4 18 competence on the administrator standards adopted pursuant to
4 19 section 284A.3.

4 20 2. The board shall adopt rules for administrator licensure
4 21 renewal that include credit for individual administrator
4 22 professional development plans developed in accordance with
4 23 section 284A.6.

4 24 3. An administrator formerly employed by an accredited
4 25 nonpublic school or formerly employed as an administrator in

4 26 another state or country is exempt from the mentoring and
4 27 induction requirement under subsection 1 if the administrator
4 28 can document two years of successful administrator experience
4 29 and meet or exceed the requirements contained in rules adopted
4 30 pursuant to this chapter for endorsement and licensure.
4 31 However, if an administrator cannot document two years of
4 32 successful administrator experience when hired by a school
4 33 district, the administrator shall meet the requirements of
4 34 subsection 1.

4 35 Sec. _____. Section 279.13, subsection 1, Code 2007, is
5 1 amended to read as follows:

5 2 1. a. Contracts with teachers, which for the purpose of
5 3 this section means all licensed employees of a school district
5 4 and nurses employed by the board, excluding superintendents,
5 5 assistant superintendents, principals, and assistant
5 6 principals, shall be in writing and shall state the number of
5 7 contract days, the annual compensation to be paid, and any
5 8 other matters as may be mutually agreed upon. The contract
5 9 may include employment for a term not exceeding the ensuing
5 10 school year, except as otherwise authorized.

5 11 b. Prior to entering into an initial contract with a
5 12 teacher who holds a license other than an initial license
5 13 issued by the board of educational examiners under chapter
5 14 272, the school district shall request the division of
5 15 criminal investigation of the department of public safety to
5 16 conduct a background investigation of the applicant. The
5 17 school district shall require the teacher to submit a
5 18 completed fingerprint packet, which shall be used to
5 19 facilitate a national criminal history check. The school
5 20 district shall submit the packet to the division of criminal
5 21 investigation of the department of public safety which shall
5 22 conduct a thorough background investigation of the teacher.
5 23 The superintendent of a school district or the
5 24 superintendent's designee shall have access to and shall
5 25 review the sex offender registry information under section
5 26 692A.13, the central registry for child abuse information
5 27 established under section 235A.14, and the central registry
5 28 for dependent adult abuse information established under
5 29 section 235B.5 for information regarding applicants for
5 30 employment as a teacher. The school district may charge the
5 31 teacher a fee for the background investigation, which shall
5 32 not exceed the fee charged by the division of criminal
5 33 investigation for conducting the background investigation.

5 34 c. The contract is invalid if the teacher is under
5 35 contract with another board of directors to teach during the
6 1 same time period until a release from the other contract is
6 2 achieved. The contract shall be signed by the president of
6 3 the board, or by the superintendent if the board has adopted a
6 4 policy authorizing the superintendent to sign teaching
6 5 contracts, when tendered, and after it is signed by the
6 6 teacher, the contract shall be filed with the secretary of the
6 7 board before the teacher enters into performance under the
6 8 contract.

6 9 Sec. 8. Section 284.1, subsection 4, Code 2007, is amended
6 10 by striking the subsection.

6 11 Sec. 9. Section 284.2, subsection 9, Code 2007, is amended
6 12 to read as follows:

6 13 9. "School board" means the board of directors of a school
6 14 district, ~~or a collaboration of boards of directors of school~~
6 15 ~~districts, or the board of directors of an area education~~
6 16 ~~agency, as the context requires.~~

6 17 Sec. 10. Section 284.2, subsection 11, Code 2007, is
6 18 amended to read as follows:

6 19 11. "Teacher" means an individual ~~holding who holds a~~
6 20 ~~practitioner's license issued under chapter 272, or a~~
6 21 ~~statement of professional recognition issued under chapter 272~~
6 22 ~~who is employed in a nonadministrative position as a teacher,~~
6 23 ~~teacher librarian, preschool teacher, or counselor by a school~~
6 24 ~~district or area education agency pursuant to a contract~~
6 25 ~~issued by a board of directors under section 279.13. A~~
6 26 ~~teacher may be employed in both an administrative and a~~
6 27 ~~nonadministrative position by a board of directors and shall~~
6 28 ~~be considered a part-time teacher for the portion of time that~~
6 29 ~~the teacher is employed in a nonadministrative position.~~
6 30 "Teacher" includes a licensed individual employed on a less
6 31 than full-time basis by a school district through a contract
6 32 between the school district and an institution of higher
6 33 education with a practitioner preparation program in which the
6 34 licensed teacher is enrolled.

6 35 Sec. 11. Section 284.3, subsection 2, paragraph b, Code
7 1 2007, is amended to read as follows:

7 2 b. ~~By July 1, 2005, for~~ For purposes of performance
7 3 reviews for teachers other than beginning teachers,
7 4 evaluations that contain, at a minimum, the Iowa teaching
7 5 standards specified in subsection 1, as well as the criteria
7 6 for the Iowa teaching standards developed by the department in
7 7 accordance with section 256.9, subsection 50. A local school
7 8 board and its certified bargaining representative may
7 9 negotiate, pursuant to chapter 20, additional teaching
7 10 standards and criteria. A local school board and its
7 11 certified bargaining representative ~~may~~ shall negotiate,
7 12 pursuant to chapter 20, evaluation and grievance procedures
7 13 for teachers other than beginning teachers that are not in
7 14 conflict with this chapter.

7 15 Sec. 12. Section 284.4, subsection 1, unnumbered paragraph
7 16 1, Code 2007, is amended to read as follows:

7 17 A school district ~~or area education agency~~ is eligible to
7 18 receive moneys appropriated for purposes specified in this
7 19 chapter if the school board applies to the department to
7 20 participate in the student achievement and teacher quality
7 21 program and submits a written statement declaring the school
7 22 district's ~~or agency's~~ willingness to do all of the following:

7 23 Sec. 13. Section 284.4, subsection 1, paragraph c, Code
7 24 2007, is amended by striking the paragraph and inserting in
7 25 lieu thereof the following:

7 26 c. Create a teacher quality committee. The committee
7 27 shall have equal representation of administrators and
7 28 teachers. The teacher members shall be appointed by the
7 29 certified employee organization if one exists, and if not, by
7 30 the school district's or agency's administration. The
7 31 administrator members shall be appointed by the school board.
7 32 However, if a school district can demonstrate that an existing
7 33 professional development, curriculum, or student improvement
7 34 committee has significant stakeholder involvement and a
7 35 leadership role in the school district, the appointing
8 1 authorities may mutually agree to assign to the existing
8 2 committee the responsibilities set forth in this paragraph
8 3 "c", to appoint members of the existing committee to the
8 4 teacher quality committee, or to authorize the existing
8 5 committee to serve in an advisory capacity to the teacher
8 6 quality committee. The committee shall do all of the
8 7 following:

8 8 (1) Monitor the implementation of the requirements of
8 9 statutes and administrative code provisions relating to this
8 10 chapter, including requirements that affect any agreement
8 11 negotiated pursuant to chapter 20.

8 12 (2) Monitor the evaluation requirements of this chapter to
8 13 ensure evaluations are conducted in a fair and consistent
8 14 manner throughout the school district or agency. In addition
8 15 to any negotiated evaluation procedures, develop model
8 16 evidence for the Iowa teaching standards and criteria. The
8 17 model evidence will minimize paperwork and focus on teacher
8 18 improvement. The model evidence will determine which
8 19 standards and criteria can be met with observation and which
8 20 evidence meets multiple standards and criteria.

8 21 (3) Determine, following the adoption of the Iowa
8 22 professional development model by the state board of
8 23 education, the use and distribution of the professional
8 24 development funds distributed to the school district or agency
8 25 as provided in section 284.13, subsection 1, paragraph "d",
8 26 based upon school district or agency, attendance center, and
8 27 individual teacher and professional development plans.

8 28 (4) Monitor the professional development in each
8 29 attendance center to ensure that the professional development
8 30 meets school district or agency, attendance center, and
8 31 individual professional development plans.

8 32 (5) Ensure the agreement negotiated pursuant to chapter 20
8 33 determines the compensation for teachers on the committee for
8 34 work responsibilities required beyond the normal work day.

8 35 Sec. 14. Section 284.4, subsection 1, paragraphs d and e,
9 1 Code 2007, are amended to read as follows:

9 2 d. Adopt school district, attendance center, and teacher
9 3 ~~career professional~~ development plans in accordance with this
9 4 chapter.

9 5 e. Adopt a teacher evaluation plan that, at minimum,
9 6 requires a performance review of teachers in the district at
9 7 least once every three years based upon the Iowa teaching
9 8 standards and individual ~~career professional~~ development
9 9 plans, and requires administrators to complete evaluator
9 10 training in accordance with section 284.10.

9 11 Sec. 15. Section 284.4, subsection 1, paragraph g, Code
9 12 2007, is amended by striking the paragraph.

9 13 Sec. 16. Section 284.6, subsection 1, unnumbered paragraph
9 14 1, Code 2007, is amended to read as follows:

9 15 The department shall coordinate a statewide network of
9 16 ~~career professional~~ development for Iowa teachers. A school
9 17 district or ~~career professional~~ development provider that
9 18 offers a ~~career professional~~ development program in accordance
9 19 with section 256.9, subsection 50, shall demonstrate that the
9 20 program contains the following:

9 21 Sec. 17. Section 284.6, subsection 1, paragraph a, Code
9 22 2007, is amended to read as follows:

9 23 a. Support that meets the ~~career professional~~ development
9 24 needs of individual teachers and is aligned with the Iowa
9 25 teaching standards.

9 26 Sec. 18. Section 284.6, subsections 2 through 6, Code
9 27 2007, are amended to read as follows:

9 28 2. The department shall identify models of ~~career~~
9 29 ~~professional~~ development practices that produce evidence of
9 30 the link between teacher training and improved student
9 31 learning.

9 32 3. A school district shall incorporate a district ~~career~~
9 33 ~~professional~~ development plan into the district's
9 34 comprehensive school improvement plan submitted to the
9 35 department in accordance with section 256.7, subsection 21.

10 1 The district ~~career professional~~ development plan shall
10 2 include a description of the means by which the school
10 3 district will provide access to all teachers in the district
10 4 to ~~career professional~~ development programs or offerings that
10 5 meet the requirements of subsection 1. The plan shall align
10 6 all ~~career professional~~ development with the school district's
10 7 long-range student learning goals and the Iowa teaching
10 8 standards. The plan shall indicate the school district's
10 9 approved ~~career professional~~ development provider or
10 10 providers.

10 11 4. In cooperation with the teacher's evaluator, the career
10 12 teacher employed by a school district shall develop an
10 13 individual teacher ~~career professional~~ development plan. The
10 14 evaluator shall consult with the teacher's supervisor on the
10 15 development of the individual teacher ~~career professional~~
10 16 development plan. The purpose of the plan is to promote
10 17 individual and group ~~career professional~~ development. The
10 18 individual plan shall be based, at minimum, on the needs of
10 19 the teacher, the Iowa teaching standards, and the student
10 20 achievement goals of the attendance center and the school
10 21 district as outlined in the comprehensive school improvement
10 22 plan. The individual plan shall include goals for the
10 23 individual which are beyond those required under the
10 24 attendance center professional development plan developed
10 25 pursuant to subsection 7.

10 26 5. The teacher's evaluator shall annually meet with the
10 27 teacher to review progress in meeting the goals in the
10 28 teacher's individual plan. The teacher shall present to the
10 29 evaluator evidence of progress. The purpose of the meeting
10 30 shall be to review the teacher's progress in meeting ~~career~~
10 31 ~~professional~~ development goals in the plan and to review
10 32 collaborative work with other staff on student achievement
10 33 goals and to modify as necessary the teacher's individual plan
10 34 to reflect the individual teacher's and the school district's
10 35 needs and the individual's progress in meeting the goals in
11 1 the plan. The teacher's supervisor and the evaluator shall
11 2 review, modify, or accept modifications made to the teacher's
11 3 individual plan.

11 4 6. School districts, a consortium of school districts,
11 5 area education agencies, higher education institutions, and
11 6 other public or private entities including professional
11 7 associations may be approved by the state board to provide
11 8 teacher ~~career professional~~ development. The ~~career~~
11 9 ~~professional~~ development program or offering shall, at
11 10 minimum, meet the requirements of subsection 1. The state
11 11 board shall adopt rules for the approval of ~~career~~
11 12 ~~professional~~ development providers and standards for the
11 13 district ~~career~~ development plan.

11 14 Sec. 19. Section 284.6, Code 2007, is amended by adding
11 15 the following new subsections:

11 16 NEW SUBSECTION. 7. Each attendance center shall develop
11 17 an attendance center professional development plan. The
11 18 purpose of the plan is to promote group professional
11 19 development. The attendance center plan shall be based, at a
11 20 minimum, on the needs of the teachers, the Iowa teaching
11 21 standards, district professional development plans, and the
11 22 student achievement goals of the attendance center and the
11 23 school district as set forth in the comprehensive school

11 24 improvement plan.

11 25 NEW SUBSECTION. 8. For each year in which a school
11 26 district receives funds allocated for distribution to school
11 27 districts for professional development pursuant to section
11 28 284.13, subsection 1, paragraph "d", the school district shall
11 29 create quality professional development opportunities. The
11 30 goal for the use of the funds is to provide one additional
11 31 contract day or the equivalent thereof for professional
11 32 development and use of the funds is limited to providing
11 33 professional development to teachers, including additional
11 34 salaries for time beyond the normal negotiated agreement; pay
11 35 for substitute teachers, professional development materials,
12 1 speakers, and professional development content; and costs
12 2 associated with implementing the individual professional
12 3 development plans. The use of the funds shall be balanced
12 4 between school district, attendance center, and individual
12 5 professional development plans, making every reasonable effort
12 6 to provide equal access to all teachers.

12 7 NEW SUBSECTION. 9. The distribution of funds allocated
12 8 for professional development pursuant to section 284.13,
12 9 subsection 1, paragraph "d", shall be made in one payment on
12 10 or about October 15 of the fiscal year for which the
12 11 appropriation is made, taking into consideration the relative
12 12 budget and cash position of the state resources. Moneys
12 13 received pursuant to section 284.13, subsection 1, paragraph
12 14 "d", shall not be commingled with state aid payments made
12 15 under section 257.16 to a school district, shall be accounted
12 16 for by the local school district separately from state aid
12 17 payments, and are miscellaneous income for purposes of chapter
12 18 257. A school district shall maintain a separate listing
12 19 within its budget for funds received and expenditures made
12 20 pursuant to this subsection. A school district shall certify
12 21 to the department of education how the school district
12 22 allocated the funds and that moneys received under this
12 23 subsection were used to supplement, not supplant, the
12 24 professional development opportunities the school district
12 25 would otherwise make available.

12 26 NEW SUBSECTION. 10. If funds are allocated for purposes
12 27 of professional development pursuant to section 284.13,
12 28 subsection 1, paragraph "e", the department shall, in
12 29 collaboration with the area education agencies, establish
12 30 teacher development academies for school-based teams of
12 31 teachers and instructional leaders. Each academy shall
12 32 include an institute and shall provide follow-up training and
12 33 coaching.

12 34 Sec. 20. Section 284.7, subsection 1, paragraph a,
13 35 subparagraph (2), Code 2007, is amended to read as follows:

13 1 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
13 2 beginning teacher shall be ~~twenty-five~~ twenty-six thousand
13 3 five hundred dollars.

13 4 Sec. 21. Section 284.7, subsection 1, paragraph b,
13 5 subparagraph (1), subparagraph subdivision (d), Code 2007, is
13 6 amended to read as follows:

13 7 (d) Participates in teacher ~~career~~ professional
13 8 development as set forth in this chapter and demonstrates
13 9 continuous improvement in teaching.

13 10 Sec. 22. Section 284.7, subsection 1, paragraph b,
13 11 subparagraph (2), Code 2007, is amended to read as follows:

13 12 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
13 13 first-year career teacher shall be ~~twenty-six~~ twenty-seven
13 14 thousand five hundred dollars and the minimum salary for all
13 15 other career teachers shall be ~~twenty-seven~~ twenty-eight
13 16 thousand five hundred dollars.

13 17 Sec. 23. Section 284.7, subsection 2, paragraph b,
13 18 subparagraph (1), subparagraph subdivision (c), Code 2007, is
13 19 amended to read as follows:

13 20 (c) Participates in teacher ~~career~~ professional
13 21 development as outlined in this chapter and demonstrates
13 22 continuous improvement in teaching.

13 23 Sec. 24. Section 284.7, subsection 4, Code 2007, is
13 24 amended by striking the subsection.

13 25 Sec. 25. Section 284.7, subsection 6, paragraphs a and b,
13 26 Code 2007, are amended to read as follows:

13 27 a. If the licensed employees of a school district or area
13 28 education agency receiving funds pursuant to section 284.13,
13 29 subsection 1, paragraph "h" or "i", for purposes of this
13 30 section, are organized under chapter 20 for collective
13 31 bargaining purposes, the board of directors and the certified
13 32 bargaining representative for the licensed employees shall
13 33 mutually agree upon a formula for distributing the funds among
13 34 the teachers employed by the school district or area education

13 35 agency. However, the school district must comply with the
14 1 salary minimums provided for in this section. The parties
14 2 shall follow the negotiation and bargaining procedures
14 3 specified in chapter 20 except that if the parties reach an
14 4 impasse, neither impasse procedures agreed to by the parties
14 5 nor sections 20.20 through 20.22 shall apply and the funds
14 6 shall be paid as provided in paragraph "b". Negotiations
14 7 under this section are subject to the scope of negotiations
14 8 specified in section 20.9. If a board of directors and the
14 9 certified bargaining representative for licensed employees
14 10 have not reached mutual agreement for the distribution of
14 11 funds received pursuant to section 284.13, subsection 1,
14 12 paragraph "h" or "i", by ~~July~~ September 15 of the fiscal year
14 13 for which the funds are distributed, paragraph "b" of this
14 14 subsection shall apply.

14 15 b. If, once the minimum salary requirements of this
14 16 section have been met by the school district or area education
14 17 agency, and the school district or area education agency
14 18 receiving funds pursuant to section 284.13, subsection 1,
14 19 paragraph "h" or "i", for purposes of this section, and the
14 20 certified bargaining representative for the licensed employees
14 21 have not reached an agreement for distribution of the funds
14 22 remaining, in accordance with paragraph "a", the board of
14 23 directors shall divide the funds remaining among full-time
14 24 teachers employed by the district or area education agency
14 25 whose regular compensation is equal to or greater than the
14 26 minimum ~~career teacher~~ salary specified in this section. The
14 27 payment amount for teachers employed on less than a full-time
14 28 basis shall be prorated.

14 29 Sec. 26. Section 284.7, subsection 6, Code 2007, is
14 30 amended by adding the following new paragraph:

14 31 NEW PARAGRAPH. d. For the school year beginning July 1,
14 32 2008, and each succeeding school year, if the licensed
14 33 employees of a school district or area education agency
14 34 receiving funds pursuant to section 284.13, subsection 1,
14 35 paragraph "h" or "i", for purposes of this section, are
15 1 organized under chapter 20 for collective bargaining purposes,
15 2 the school board and the certified bargaining representative
15 3 for the licensed employees shall negotiate a formula for
15 4 distributing the funds among the teachers employed by the
15 5 school district or area education agency according to chapter
15 6 20. Paragraphs "a" and "b" shall apply to any increases in
15 7 the funds provided above the base year.

15 8 Sec. 27. Section 284.8, subsections 1 and 2, Code 2007,
15 9 are amended to read as follows:

15 10 1. A school district shall review a teacher's performance
15 11 at least once every three years for purposes of assisting
15 12 teachers in making continuous improvement, documenting
15 13 continued competence in the Iowa teaching standards,
15 14 identifying teachers in need of improvement, or to determine
15 15 whether the teacher's practice meets school district
15 16 expectations for career advancement in accordance with section
15 17 284.7. The review shall include, at minimum, classroom
15 18 observation of the teacher, the teacher's progress, and
15 19 implementation of the teacher's individual ~~career professional~~
15 20 development plan, subject to the level of funding provided to
~~15 21 implement the plan; and shall include supporting documentation~~
~~15 22 from other evaluators, teachers, parents, and students; and~~
~~15 23 may include video portfolios as evidence of teaching~~
~~15 24 practices.~~

15 25 2. If a supervisor or an evaluator determines, at any
15 26 time, as a result of a teacher's performance that the teacher
15 27 is not meeting district expectations under the Iowa teaching
15 28 standards specified in section 284.3, subsection 1, paragraphs
15 29 "a" through ~~"g"~~ "h", the criteria for the Iowa teaching
15 30 standards developed by the department in accordance with
15 31 section 256.9, subsection 50, and any other standards or
15 32 criteria established in the collective bargaining agreement,
15 33 the evaluator shall, at the direction of the teacher's
15 34 supervisor, recommend to the district that the teacher
15 35 participate in an intensive assistance program. The intensive
16 1 assistance program and its implementation are ~~not~~ subject to
16 2 negotiation ~~or and~~ grievance procedures established pursuant
16 3 to chapter 20. ~~By July 1, 2005, all~~ All school districts ~~must~~
16 4 shall be prepared to offer an intensive assistance program.

16 5 Sec. 28. Section 284.8, Code 2007, is amended by adding
16 6 the following new subsection:

16 7 NEW SUBSECTION. 4. A teacher who is not meeting the
16 8 applicable standards and criteria based on a determination
16 9 made pursuant to subsection 3 shall participate in an
16 10 intensive assistance program.

16 11 Sec. 29. Section 284.11, Code 2007, is amended to read as
16 12 follows:

16 13 284.11 MARKET FACTOR TEACHER ~~SALARIES~~ INCENTIVES.

16 14 1. The general assembly finds that Iowa school districts
16 15 need to be more competitive in recruiting and retaining
16 16 talented professionals into the teaching profession. To
16 17 ensure that school districts in all areas of the state have
16 18 the ability to attract highly qualified teachers, it is the
16 19 intent of the general assembly to encourage school districts
16 20 to ~~establish teacher compensation opportunities that recognize~~
~~16 21 the need for geographic or other locally determined wage~~
~~16 22 differentials~~ and provide incentives for traditionally
16 23 hard-to-staff schools and subject-area shortages. This
16 24 section provides for state assistance to allow school
16 25 districts to add a market factor to ~~teacher salaries~~ incentive
16 26 paid by the school districts.

16 27 2. A school district shall be paid annually, from moneys
16 28 allocated for market factor ~~salaries~~ incentives pursuant to
16 29 section 284.13, subsection 1, paragraph "f", an amount of
16 30 state assistance to create market factor incentives for
16 31 classroom teachers in the school district. Market factor
16 32 incentives may include but are not limited to ~~improving~~
16 33 ~~salaries due to geographic differences, educational~~
~~16 34 opportunities and support, moving expenses, and housing~~
~~16 35 expenses for the recruitment and retention needs of the school~~
17 1 district in such areas as hard-to-staff schools, ~~and~~
17 2 subject-area shortages, ~~or~~ improving the racial or ethnic
17 3 diversity on local teaching staffs, funding to prepare a
17 4 teacher to attain a license or endorsement in a shortage area,
17 5 or funds to support educational support personnel in pursuing
17 6 a license in a shortage area. The school district shall have
17 7 ~~the sole discretion to award funds received by the school~~
17 8 ~~district in accordance with section 284.13, subsection 1,~~
17 9 ~~paragraph "f", to classroom teachers on an annual basis. The~~
17 10 ~~funds shall supplement, but not supplant, wages and salaries~~
17 11 ~~paid as a result of a collective bargaining agreement reached~~
17 12 ~~pursuant to chapter 20 or as a result of funds appropriated~~
17 13 ~~elsewhere in this chapter, in chapter 256D, or in chapter~~
17 14 ~~294A. The teacher quality committee established pursuant to~~
17 15 ~~section 284.4, subsection 1, paragraph "c", shall make~~
17 16 ~~recommendations to the school board and the certified~~
17 17 ~~bargaining representative regarding the expenditures of market~~
17 18 ~~factor incentives.~~

17 19 3. The allocations to each school district shall be made
17 20 in one payment on or about October 15 of the fiscal year for
17 21 which the appropriation is made, taking into consideration the
17 22 relative budget and cash position of the state resources.
17 23 Moneys received under this section shall not be commingled
17 24 with state aid payments made under section 257.16 to a school
17 25 district and shall be accounted for by the local school
17 26 district separately from state aid payments. Payments made to
17 27 school districts under this section are miscellaneous income
17 28 for purposes of chapter 257. A school district shall maintain
17 29 a separate listing within its budget for payments received and
17 30 expenditures made pursuant to this section. A school district
17 31 shall certify to the department of education how the school
17 32 district allocated the funds and ~~that how the moneys received~~
17 33 ~~under this section were used to supplement, not supplant, the~~
17 34 ~~salary the school district would otherwise pay the teacher.~~

17 35 4. The department shall include market factor ~~salaries~~
18 1 incentives when reporting ~~teacher salaries~~ in the annual
18 2 condition of education report on the use of funds allocated
18 3 for purposes of this section. The department shall review the
18 4 use and effectiveness of the use of funds allocated for
18 5 purposes of this section and shall submit its findings and
18 6 recommendations in a report to the general assembly by January
18 7 15, 2008. It is the intent of the general assembly to
18 8 reevaluate the fiscal year allocations made pursuant to
18 9 section 284.13, subsection 1, paragraph "f", subparagraphs (2)
18 10 and (3), based upon this report.

18 11 Sec. 30. Section 284.12, subsection 1, paragraph c, Code
18 12 2007, is amended by striking the paragraph.

18 13 Sec. 31. Section 284.12, subsection 3, Code 2007, is
18 14 amended by striking the subsection.

18 15 Sec. 32. Section 284.13, subsection 1, paragraph a, Code
18 16 2007, is amended to read as follows:

18 17 a. For each fiscal year of the fiscal period beginning
18 18 July 1, ~~2006~~ 2007, and ending June 30, 2009, to the department
18 19 of education, the amount of ~~two one~~ million ~~two hundred fifty~~
18 20 ~~eighty-seven~~ thousand five hundred dollars for the issuance of
18 21 national board certification awards in accordance with section

18 22 256.44.

18 23 (1) Of the amount allocated under this paragraph "a", up
18 24 to two hundred fifty thousand dollars may be used to support
18 25 the implementation of a national board certification support
18 26 program, and not less than eighty-five thousand dollars shall
18 27 be used to administer the ambassador to education position in
18 28 accordance with section 256.45.

18 29 (2) Of the amount allocated under this paragraph "a", for
18 30 the fiscal year beginning July 1, 2007, and ending June 30,
18 31 2008, not less than one million dollars shall be used to
18 32 supplement the allocation of funds for market factor teacher
18 33 incentives made pursuant to paragraph "f", subparagraph (1).

18 34 Sec. 33. Section 284.13, subsection 1, paragraphs c and d,
18 35 Code 2007, are amended to read as follows:

19 1 c. For each fiscal year of the fiscal period beginning
19 2 July 1, ~~2006~~ 2007, and ending June 30, 2009, up to six hundred
19 3 ninety-five thousand dollars to the department of ~~education~~
19 4 for purposes of implementing the ~~career professional~~
19 5 development program requirements of section 284.6, ~~the review~~
19 6 ~~panel requirements of section 284.9~~ assistance in developing
19 7 model evidence for teacher quality committees established
19 8 pursuant to section 284.4, subsection 1, paragraph "c", and
19 9 the evaluator training program in section 284.10. A portion
19 10 of the funds allocated to the department for purposes of this
19 11 paragraph may be used by the department for administrative
19 12 purposes and for not more than four full-time equivalent
19 13 positions.

19 14 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and
19 15 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty million dollars to
19 16 the department of ~~education~~ for use by school districts to ~~add~~
19 17 ~~one additional teacher contract day to the school calendar for~~
19 18 ~~professional development as provided in section 284.6. The~~
19 19 department shall distribute funds allocated for the purpose of
19 20 this paragraph based on the average per diem contract salary
19 21 for each district as reported to the department for the school
19 22 year beginning July 1, ~~2005~~ 2006, multiplied by the total
19 23 number of full-time equivalent teachers in the base year. The
19 24 department shall adjust each district's average per diem
19 25 salary by the allowable growth rate established under section
19 26 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. The
19 27 contract salary amount shall be the amount paid for their
19 28 regular responsibilities but shall not include pay for
19 29 extracurricular activities. ~~School districts shall distribute~~
19 30 ~~funds to teachers based on individual teacher per diem~~
19 31 ~~amounts. These funds shall not supplant existing funding for~~
19 32 ~~professional development activities. Notwithstanding any~~
19 33 ~~provision to the contrary, moneys received by a school~~
19 34 ~~district under this paragraph shall not revert but shall~~
19 35 ~~remain available for the same purpose in the succeeding fiscal~~
20 1 ~~year. A school district shall submit a report to the~~
20 2 ~~department in a manner determined by the department describing~~
20 3 ~~its use of the funds received under this paragraph. The~~
20 4 ~~department shall submit a report on school district use of the~~
20 5 ~~moneys distributed pursuant to this paragraph to the~~
20 6 ~~chairpersons and ranking members of the house and senate~~
20 7 ~~standing committees on education, the joint appropriations~~
20 8 ~~subcommittee on education, general assembly and the~~
20 9 ~~legislative services agency not later than January 15, 2007 of~~
20 10 ~~the fiscal year for which moneys are allocated for purposes of~~
20 11 ~~this paragraph.~~

20 12 Sec. 34. Section 284.13, subsection 1, paragraph e, Code
20 13 2007, is amended by striking the paragraph and inserting in
20 14 lieu thereof the following:

20 15 e. For the fiscal year beginning July 1, 2007, and ending
20 16 June 30, 2008, an amount up to one million eight hundred
20 17 forty-five thousand dollars to the department for the
20 18 establishment of teacher development academies in accordance
20 19 with section 284.6, subsection 10. A portion of the funds
20 20 allocated to the department for purposes of this paragraph may
20 21 be used for administrative purposes.

20 22 Sec. 35. Section 284.13, subsection 1, paragraph f,
20 23 unnumbered paragraph 1, Code 2007, is amended to read as
20 24 follows:

20 25 For purposes of market factor teacher ~~salaries~~ incentives
20 26 pursuant to section 284.11, the following amounts are
20 27 allocated to the department for the following fiscal years:

20 28 Sec. 36. Section 284.13, subsection 1, paragraph f,
20 29 subparagraphs (1), (2), and (3), Code 2007, are amended to
20 30 read as follows:

20 31 (1) (a) For the each fiscal year of the fiscal period
20 32 beginning July 1, 2006, and ending June 30, 2007 2008, the sum

20 33 of three million three hundred ninety thousand dollars.
20 34 (b) Of the amount allocated under subparagraph subdivision
20 35 (a), for the fiscal year beginning July 1, 2007, and ending
21 1 June 30, 2008, not less than one million dollars shall be used
21 2 by the department to assist school districts to recruit,
21 3 employ, and retain qualified teacher librarians, guidance
21 4 counselors, and school nurses and to meet the goals
21 5 established in section 256.11, subsections 9A and 9B. To be
21 6 eligible for assistance, a school district shall submit an
21 7 application to the department by September 1, 2007. The
21 8 department shall distribute assistance under this subparagraph
21 9 subdivision by November 1, 2007. Moneys received by a school
21 10 district pursuant to this subparagraph subdivision shall be
21 11 used only to comply with section 256.11, subsection 9, 9A, or
21 12 9B.

21 13 (2) For the fiscal year beginning July 1, ~~2007~~ 2008, and
21 14 ending June 30, ~~2008~~ 2009, the sum of seven million five
21 15 hundred thousand dollars.

21 16 (3) For the fiscal year beginning July 1, ~~2008~~ 2009, and
21 17 ending June 30, ~~2009~~ 2010, the sum of ~~ten~~ six million ~~six~~
21 18 hundred ten thousand dollars.

21 19 Sec. 37. Section 284.13, subsection 1, paragraph g,
21 20 unnumbered paragraph 1, Code 2007, is amended to read as
21 21 follows:

21 22 For purposes of the pay-for-performance ~~program~~ and career
21 23 ladder pilots established pursuant to ~~section 284.14~~ sections
21 24 284.14 and 284.14A, the following amounts are allocated to the
21 25 department of ~~management~~ education for the following fiscal
21 26 years:

21 27 Sec. 38. Section 284.13, subsection 1, paragraph g,
21 28 subparagraphs (2) and (3), Code 2007, are amended to read as
21 29 follows:

21 30 (2) For the fiscal year beginning July 1, 2007, and ending
21 31 June 30, 2008, the sum of ~~two one~~ million ~~five hundred~~
21 32 ~~thousand~~ dollars. From the amount allocated under this
21 33 subparagraph, an amount up to ten thousand dollars shall be
21 34 used for purposes of the pay-for-performance commission's
21 35 expenses, an amount up to one hundred thousand dollars shall
22 1 be used by the department for oversight and administration of
22 2 the planning pilots as provided in sections 284.14 and
22 3 284.14A, and an amount up to two hundred thousand dollars
22 4 shall be used for the employment of an external evaluator.

22 5 (3) For the fiscal year beginning July 1, 2008, and ending
22 6 June 30, 2009, the sum of ~~five two~~ million ~~five hundred~~
22 7 ~~thousand~~ dollars. From the amount allocated for the fiscal
22 8 year under this subparagraph, an amount up to ten thousand
22 9 dollars shall be used for purposes of the pay-for-performance
22 10 commission's expenses, an amount up to one hundred thousand
22 11 dollars shall be used by the department for oversight and
22 12 administration of the implementation pilots as provided in
22 13 sections 284.14 and 284.14A, and an amount up to two hundred
22 14 thousand dollars shall be used for the employment of an
22 15 external evaluator.

22 16 Sec. 39. Section 284.13, subsection 1, paragraph h,
22 17 unnumbered paragraph 1, Code 2007, is amended to read as
22 18 follows:

22 19 For each fiscal year in which funds are appropriated for
22 20 purposes of this chapter, the moneys remaining after
22 21 distribution as provided in paragraphs "a" through "g" shall
22 22 be allocated to school districts for salaries ~~and career~~
22 23 ~~development~~ in accordance with the following formula:

22 24 Sec. 40. Section 284.13, subsection 1, paragraph i, Code
22 25 2007, is amended to read as follows:

22 26 i. From moneys available under paragraph "h", the
22 27 department shall allocate to area education agencies an amount
22 28 per ~~classroom~~ teacher employed by an area education agency
22 29 that is approximately equivalent to the average per teacher
22 30 amount allocated to the districts. The average per teacher
22 31 amount shall be calculated by dividing the total number of
22 32 ~~classroom~~ teachers employed by school districts and the
22 33 ~~classroom~~ teachers employed by area education agencies into
22 34 the total amount of moneys available under paragraph "h".

22 35 Sec. 41. Section 284.13, subsection 1, paragraph j, Code
23 1 2007, is amended to read as follows:

23 2 j. Notwithstanding section 8.33, any moneys remaining
23 3 unencumbered or unobligated from the moneys allocated for
23 4 purposes of paragraph "a", "b", ~~or~~ "c", ~~or~~ "g" shall not
23 5 revert but shall remain available in the succeeding fiscal
23 6 year for expenditure for the purposes designated. The
23 7 provisions of section 8.39 shall not apply to the funds
23 8 appropriated pursuant to this subsection.

23 9 Sec. 43. Section 284.14, Code 2007, is amended by adding
23 10 the following new subsection:
23 11 NEW SUBSECTION. 0A. INTENT. The intent of this section
23 12 is to create a process by which select Iowa school districts
23 13 research, develop, and implement projects designed to identify
23 14 promising practices related to enhanced teacher compensation
23 15 career ladders and performance pay models.

23 16 Sec. 44. Section 284.14, subsections 1, 2, and 3, Code
23 17 2007, are amended to read as follows:

23 18 1. COMMISSION. A pay-for-performance commission is
23 19 established to design and implement a pay-for-performance
23 20 program pilot project and provide a study relating to teacher
23 21 and staff compensation containing a pay-for-performance
23 22 component. The study shall measure the cost and effectiveness
23 23 in raising student achievement of a compensation system that
23 24 provides financial incentives based on student performance.

23 25 The commission is part of the executive branch of government.
23 26 2. DEVELOPMENT OF PROGRAM. Beginning July 1, 2006, the
23 27 commission shall gather sufficient information to identify a
23 28 pay-for-performance program based upon student achievement
23 29 gains and global content standards where student achievement
23 30 gains cannot be easily measured. The commission shall review
23 31 pay-for-performance programs in both the public and private
23 32 sector. ~~Based on this information, the commission shall~~
23 33 ~~design a program utilizing both individual and group incentive~~
23 34 ~~components. At least half of any available funding identified~~
23 35 ~~by the commission shall be designated for individual~~
24 1 ~~incentives.~~

24 2 a. Commencing with the school year beginning July 1, 2007,
24 3 the commission shall initiate ~~demonstration projects planning~~
24 4 ~~pilots~~, in selected kindergarten through grade twelve schools,
24 5 to test the effectiveness of the pay-for-performance program.
24 6 The purpose of the ~~demonstration projects planning pilots~~ is
24 7 to identify the strengths and weaknesses of ~~the various~~
24 8 pay-for-performance program design, evaluate cost
24 9 effectiveness, analyze student achievement gains needs, select
24 10 formative and summative student achievement measures that
24 11 align to identify needs, consider necessary supports related
24 12 to the student achievement goals in the school district's
24 13 comprehensive school improvement plan, test assessments review
24 14 assessment needs, identify mechanisms to account for existing
24 15 teacher contract provisions within the proposed career ladder
24 16 salary increments, allow thorough review of data, and make
24 17 necessary adjustments before implementing proposing
24 18 implementation of the pay-for-performance program statewide.
24 19 b. ~~The~~ Commencing with the school year beginning July 1,
24 20 2007, the commission shall select ~~ten two~~ school districts as
24 21 ~~demonstration projects planning pilots. To the extent~~
24 22 ~~practicable, participants shall represent geographically~~
24 23 ~~distinct rural, urban, and suburban areas of the state.~~
24 24 Participants shall provide reports or other information as
24 25 required by the commission.

24 26 c. Commencing with the school year beginning July 1, 2008,
24 27 the commission shall ~~select twenty additional administer two~~
24 28 ~~implementation pilots in the school districts as demonstration~~
24 29 ~~projects selected for planning pilots under paragraph "b".~~

24 30 3. REPORTS AND FINAL STUDY. Based on the information
24 31 generated by the ~~demonstration projects planning and~~
24 32 ~~implementation pilots~~, the commission shall prepare an interim
24 33 report by January ~~15 14, 2007~~ 2008, followed by interim
24 34 progress reports annually, followed by a final study report
24 35 analyzing the effectiveness of pay-for-performance in raising
25 1 student achievement levels. The final study report shall be
25 2 completed no later than six months after the completion of the
25 3 ~~demonstration projects planning and implementation pilots.~~
25 4 The commission shall provide copies of the final study report
25 5 to the department of education and to the ~~chairpersons and~~
25 6 ~~ranking members of the senate and house standing committees on~~
25 7 ~~education general assembly.~~

25 8 Sec. 45. Section 284.14, subsection 4, Code 2007, is
25 9 amended by striking the subsection.

25 10 Sec. . NEW SECTION. 284.14A CAREER LADDER PILOTS.

25 11 1. INTENT. The intent of this section is to create a
25 12 process by which select Iowa school districts research,
25 13 develop, and implement pilots designed to identify promising
25 14 practices related to enhanced teacher compensation career
25 15 ladder models.

25 16 2. PILOT ESTABLISHED. A career ladder pilot is
25 17 established to be designed, implemented, and administered by
25 18 the department. The department shall gather sufficient
25 19 information to identify a career ladder pilot.

25 20 a. For the school year beginning July 1, 2007, and ending
25 21 June 30, 2008, the department shall select up to eight school
25 22 districts as planning pilots. Participants shall provide
25 23 reports or other information as required by the department.
25 24 b. For the school year beginning July 1, 2008, and ending
25 25 June 30, 2009, the department shall administer up to eight
25 26 implementation pilots in the school districts selected for
25 27 planning pilots under paragraph "a".

25 28 3. INTERIM AND FINAL REPORTS. Based on the information
25 29 generated by the planning and implementation pilots, the
25 30 department shall submit an interim report to the general
25 31 assembly by January 14 annually, and shall submit a final
25 32 report summarizing the effectiveness of the pilots in raising
25 33 student achievement levels to the general assembly no later
25 34 than six months after the completion of the planning and
25 35 implementation pilots. Upon completion of the career ladder
26 1 planning and implementation pilots, subject to the sufficiency
26 2 of funds, the state board of education shall adopt rules
26 3 requiring implementation of the successful components of the
26 4 pilots by school districts statewide.

26 5 Sec. 46. Section 284A.1, Code 2007, is amended by adding
26 6 the following new subsections:

26 7 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a
26 8 summative evaluation of a beginning administrator conducted by
26 9 an evaluator in accordance with section 284A.3 for purposes of
26 10 determining a beginning administrator's level of competency
26 11 for recommendation for licensure based on the Iowa standards
26 12 for school administrators adopted pursuant to section 256.7,
26 13 subsection 27.

26 14 NEW SUBSECTION. 3A. "Director" means the director of the
26 15 department of education.

26 16 NEW SUBSECTION. 3B. "Evaluation" means a summative
26 17 evaluation of an administrator used to determine whether the
26 18 administrator's practice meets school district expectations
26 19 and the Iowa standards for school administrators adopted
26 20 pursuant to section 256.7, subsection 27.

26 21 Sec. 47. Section 284A.2, subsection 3, Code 2007, is
26 22 amended to read as follows:

26 23 3. Each school board shall establish an administrator
26 24 mentoring program for all beginning administrators. The
26 25 school board may adopt the model program developed by the
26 26 department pursuant to subsection 2. Each school board's
26 27 beginning administrator mentoring and induction program shall,
26 28 at a minimum, provide for one year of programming to support
26 29 the Iowa standards for school administrators adopted pursuant
26 30 to section 256.7, subsection 27, and beginning administrators'

26 31 professional and personal needs. Each school board shall
26 32 develop an initial beginning administrator mentoring and
26 33 induction plan. The plan shall describe the mentor selection
26 34 process, describe supports for beginning administrators,
26 35 describe program organizational and collaborative structures,
27 1 provide a budget, provide for sustainability of the program,
27 2 and provide for program evaluation. The school board
27 3 employing an administrator shall determine the conditions and
27 4 requirements of an administrator participating in a program
27 5 established pursuant to this section. A school board shall
27 6 include its plan in the school district's comprehensive school
27 7 improvement plan submitted pursuant to section 256.7,
27 8 subsection 21.

27 9 Sec. 48. Section 284A.2, Code 2007, is amended by adding
27 10 the following new subsection:

27 11 NEW SUBSECTION. 3A. A beginning administrator shall be
27 12 informed by the school district or the area education agency,
27 13 prior to the beginning administrator's participation in a
27 14 mentoring and induction program, of the criteria upon which
27 15 the administrator will be evaluated and of the evaluation
27 16 process utilized by the school district or area education
27 17 agency.

27 18 Sec. 49. Section 284A.2, subsection 4, Code 2007, is
27 19 amended to read as follows:

27 20 4. By the end of a beginning administrator's ~~second~~ first
27 21 year of employment, the beginning administrator may be
27 22 comprehensively evaluated ~~at the discretion of the school~~
27 23 ~~board to determine if the administrator meets expectations to~~
27 24 move to a standard administrator license. The school district
27 25 or area education agency that employs a beginning
27 26 administrator shall recommend the beginning administrator for
27 27 a standard license if the beginning administrator is
27 28 determined through a comprehensive evaluation to demonstrate
27 29 competence in the Iowa standards for school administrators
27 30 adopted pursuant to section 256.7, subsection 27. A school

27 31 district or area education agency may allow a beginning
27 32 administrator a second year to demonstrate competence in the
27 33 Iowa standards for school administrators if, after conducting
27 34 a comprehensive evaluation, the school district or area
27 35 education agency determines that the administrator is likely
28 1 to successfully demonstrate competence in the Iowa standards
28 2 for school administrators by the end of the second year. Upon
28 3 notification by the school district or area education agency,
28 4 the board of educational examiners shall grant a beginning
28 5 administrator who has been allowed a second year to
28 6 demonstrate competence a one-year extension of the beginning
28 7 administrator's initial license. An administrator granted a
28 8 second year to demonstrate competence shall undergo a
28 9 comprehensive evaluation at the end of the second year.

28 10 Sec. 50. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
28 11 PROGRAM.

28 12 An administrator quality program is established to promote
28 13 high student achievement and enhanced educator quality. The
28 14 program shall consist of the following three major components:

28 15 1. Mentoring and induction programs that provide support
28 16 for administrators in accordance with section 284A.2, as
28 17 amended in this Act.

28 18 2. Professional development designed to directly support
28 19 best practices for leadership.

28 20 3. Evaluation of administrators against the Iowa standards
28 21 for school administrators.

28 22 Sec. 51. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
28 23 ADMINISTRATORS EVALUATIONS.

28 24 By July 1, 2008, each school board shall provide for
28 25 evaluations for administrators under individual professional
28 26 development plans developed in accordance with section
28 27 279.23A, and the Iowa standards for school administrators and
28 28 related criteria adopted by the state board in accordance with
28 29 section 256.7, subsection 27. A local school board may
28 30 establish additional administrator standards and related
28 31 criteria.

28 32 Sec. 52. NEW SECTION. 284A.4 PARTICIPATION.

28 33 Effective July 1, 2007, each school district shall
28 34 participate in the administrator quality program, and the
28 35 board of directors of each school district shall do all of the
29 1 following:

29 2 1. Implement a beginning administrator mentoring and
29 3 induction program as provided in this chapter.

29 4 2. Adopt individual administrator professional development
29 5 plans in accordance with this chapter.

29 6 3. Adopt an administrator evaluation plan that, at a
29 7 minimum, requires an evaluation of administrators in the
29 8 school district annually pursuant to section 279.23A and based
29 9 upon the Iowa standards for school administrators and
29 10 individual administrator professional development plans.

29 11 Sec. 53. NEW SECTION. 284A.6 ADMINISTRATOR PROFESSIONAL
29 12 DEVELOPMENT.

29 13 1. Each school district shall be responsible for the
29 14 provision of professional growth programming for individuals
29 15 employed in a school district administrative position by the
29 16 school district or area education agency as deemed appropriate
29 17 by the board of directors of the school district or area
29 18 education agency. School districts may collaborate with other
29 19 educational stakeholders including other school districts,
29 20 area education agencies, professional organizations, higher
29 21 education institutions, and private providers, regarding the
29 22 provision of professional development for school district
29 23 administrators. Professional development programming for
29 24 school district administrators may include support that meets
29 25 the professional development needs of individual
29 26 administrators aligned to the Iowa standards for school
29 27 administrators adopted pursuant to section 256.7, subsection
29 28 27, and meets individual administrator professional
29 29 development plans.

29 30 2. In cooperation with the administrator's evaluator, the
29 31 administrator who has a standard administrator's license
29 32 issued by the board of educational examiners pursuant to
29 33 chapter 272 and is employed by a school district or area
29 34 education agency in a school district administrative position,
29 35 shall develop an individual administrator professional
30 1 development plan. The purpose of the plan is to promote
30 2 individual and group professional development. The individual
30 3 plan shall be based, at a minimum, on the needs of the
30 4 administrator, the Iowa standards for school administrators
30 5 adopted pursuant to section 256.7, subsection 27, and the
30 6 student achievement goals of the attendance center and the

30 7 school district as outlined in the comprehensive school
30 8 improvement plan.
30 9 3. The administrator's evaluator shall meet annually as
30 10 provided in section 279.23A with the administrator to review
30 11 progress in meeting the goals in the administrator's
30 12 individual plan. The purpose of the meeting shall be to
30 13 review collaborative work with other staff on student
30 14 achievement goals and to modify as necessary the
30 15 administrator's individual plan to reflect the individual
30 16 administrator's and the school district's needs and the
30 17 individual's progress in meeting the goals in the plan. The
30 18 administrator shall present to the evaluator evidence of
30 19 progress. The administrator's supervisor and the evaluator
30 20 shall review and the supervisor may modify the administrator's
30 21 individual plan.

30 22 Sec. 54. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
30 23 ADMINISTRATORS.

30 24 A school district shall conduct an evaluation of an
30 25 administrator who holds a standard license issued under
30 26 chapter 272 at least once every three years for purposes of
30 27 assisting the administrator in making continuous improvement,
30 28 documenting continued competence in the Iowa standards for
30 29 school administrators adopted pursuant to section 256.7,
30 30 subsection 27, or to determine whether the administrator's
30 31 practice meets school district expectations. The review shall
30 32 include, at a minimum, an assessment of the administrator's
30 33 competence in meeting the Iowa standards for school
30 34 administrators and the goals of the administrator's individual
30 35 professional development plan, including supporting
31 1 documentation or artifacts aligned to the Iowa standards for
31 2 school administrators and the individual administrator's
31 3 professional development plan.

31 4 Sec. 55. 2006 Iowa Acts, chapter 1182, section 1,
31 5 unnumbered paragraph 2, is amended to read as follows:

31 6 For purposes, as provided in law, of the student
31 7 achievement and teacher quality program established pursuant
31 8 to chapter 284:

31 9 FY 2006=2007..... \$104,343,894

31 10 FY 2007=2008..... ~~\$139,343,894~~

31 11 173,943,894

31 12 FY 2008=2009..... ~~\$174,343,894~~

31 13 248,943,894

31 14 Sec. 56. Section 284A.1, Code 2007, is transferred to
31 15 section 284A.2.

31 16 Sec. 57. Section 284A.2, Code 2007, is transferred to
31 17 section 284A.5.

31 18 Sec. 58. Section 284A.3, Code 2007, is transferred to
31 19 section 284A.8.

31 20 Sec. 59. CODE EDITOR DIRECTIVE. The Code editor is
31 21 directed to correct internal references in the Code as
31 22 necessary due to enactment of the sections of this Act that
31 23 relocate sections 284A.1, 284A.2, and 284A.3.

31 24 Sec. 60. EFFECTIVE DATE. The section of this Act amending
31 25 section 284.13, subsection 1, paragraph "j", relating to the
31 26 nonreversion of funds, being deemed of immediate importance,
31 27 takes effect upon enactment.

31 28 Sec. 61. STATE MANDATE FUNDING SPECIFIED. In accordance
31 29 with section 25B.2, subsection 3, the state cost of requiring
31 30 compliance with any state mandate included in this Act shall
31 31 be paid by a school district from state school foundation aid
31 32 received by the school district under section 257.16 and
31 33 moneys appropriated in this Act. This specification of the
31 34 payment of the state cost shall be deemed to meet all the
31 35 state funding-related requirements of section 25B.2,
32 1 subsection 3, and no additional state funding shall be
32 2 necessary for the full implementation of this Act by and
32 3 enforcement of this Act against all affected school districts.

32 4 SF 277

32 5 kh:rj/cc/26